

PAY LETTER: 23-35  
ISSUE DATE: November 3, 2023

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES  
SECTION I**

**SUMMARY OF REVISIONS  
TO THE CALIFORNIA STATE CIVIL SERVICE PAY SCALES  
LOCATED ON CALIFORNIA DEPARTMENT OF HUMAN RESOURCES (CALHR'S) PUBLIC  
WEB SITE**

<http://www.calhr.ca.gov/state-hr-professionals/Pages/pay-scales.aspx>

For questions regarding Section I, personnel office designated liaisons should contact CalHR's Personnel Services Branch.

Technical questions will be referred to the appropriate CalHR analyst.

The following changes are now updated on the electronic Pay Scales. Changes to the Alphabetical and Schematic Listings (Sections 15 and 17) will be updated within the first week of each month.

**SECTION 14: PAY DIFFERENTIALS**

**1. PAY DIFFERENTIAL 14**

**BILINGUAL DIFFERENTIAL PAY – ALL BARGAINING UNITS AND EXCLUDED EMPLOYEES** is amended: (Effective 10/01/23)

- The rate for BU 06 and related excluded classes is amended to reflect the rate increase from \$100 to \$200 per pay period.

**DOCUMENTATION:**

Departments should key a 350 or 350C transaction with the EID, effective 10/01/2023, for eligible employees with the EID locked-in on Employment History and correct any resulting out-of-sequence transactions. For newly eligible employees, departments should process a 350 transaction to lock-in the earnings ID or process the payment via PIP. Any out-of-sequence transactions will also need to be corrected. Departments shall submit Premium Pay STD 674 Adjustment via ConnectHR to request payment adjustments that cannot be keyed via PIP.

**2. PAY DIFFERENTIAL 44**

**EDUCATIONAL INCENTIVE PAY – BARGAINING UNIT 06 AND EXCLUDED EMPLOYEES** is amended. (Effective 07/01/23 and 10/01/23)

Effective 07/01/23:

- The rates are amended to reflect the rate increase from \$185 to \$191 and from \$142 to \$148.
- The following classes are deleted:

<u>Class Title</u>	<u>Class Code</u>
Medical Technical Assistant Correctional Facility	8217
Medical Technical Assistant (Psychiatric)	8221
Lieutenant, Youth Authority	9574
Sergeant, Youth Authority	9577
Youth Correctional Officer	9579
Youth Correctional Counselor	9581
Parole Agent II, Youth Authority (Specialist)	9696
Parole Agent I, Youth Authority	9701

Effective 10/01/23:

- The following class is added:

<u>Class Title</u>	<u>Class Code</u>
Parole Service Associate	9776

- The criteria section is amended to reflect the Parole Service Associate.

#### **DOCUMENTATION:**

Departments should key a 350 or 350C transaction with the EID effective 7/1/2023, for eligible employees with the locked-in EID's on Employment History. For newly eligible employees, effective 10/1/2023 departments with class code 9776, should process a 350 transaction to lock-in EID, or process the payment via PIP. Any out-of-sequence transactions will also need to be corrected. Departments shall submit Premium Pay STD 674 Adjustment via ConnectHR to request payment adjustments that cannot be keyed via PIP.

3. PAY DIFFERENTIAL 60  
FLIGHT-TIME DIFFERENTIAL PAY – BARGAINING UNIT 06 AND EXCLUDED EMPLOYEES is amended: (Effective 07/01/23)

- The rates are amended to reflect the rate increase from \$234 to \$243 and from \$303 to \$312.

#### **DOCUMENTATION:**

Effective 7/1/2023, departments should process payment via PIP for applicable employees. Earnings IDs 8A1 must not be locked-in employment history to avoid payment proration. Departments shall submit Premium Pay STD 674 Adjustment via ConnectHR to request payment adjustments that cannot be keyed via PIP.

4. PAY DIFFERENTIAL 85  
NIGHT-SHIFT DIFFERENTIAL PAY – BARGAINING UNITS 01, 03, 04, 05, 06, 07, 09, 10, 11, 12, 13, 15, 17, 18, 19, 20, 21; EXCLUDED EMPLOYEES; AND LEGISLATIVE COUNSEL EMPLOYEES is amended: (Effective 10/01/23)

- The rates are amended for BU 06 and Excluded Correctional Classes and BU 07 and BU 07 Excluded Classes.
- The following classes are deleted from the DEFINITION OF SHIFT and NIGHT-SHIFT DIFFERENTIAL RATE CHART sections:

<u>Class Title</u>	<u>Class Code</u>
Parole Agent I Youth Authority	9701
Parole Agent I Adult Parole	9765

**DOCUMENTATION:**

Departments should key a 345 or 345C transaction effective 10/01/2023, for eligible employees with the EID locked-in on Employment History. For newly eligible employees, departments should process a 345 transaction to lock-in the earnings ID or process the payment via PIP. Any out-of-sequence transactions will also need to be corrected. Departments shall submit Premium Pay STD 674 Adjustment via ConnectHR to request payment adjustments that cannot be keyed via PIP.

5. PAY DIFFERENTIAL 165  
SENIOR PEACE OFFICER PAY DIFFERENTIAL S06 AND EXCLUDED EMPLOYEES is amended: (Effective 10/01/23)

- The following classes are deleted:

<u>Class Title</u>	<u>Class Code</u>
Captain, Youth Authority	9569
Lieutenant, Youth Authority	9574
Senior Medical Technical Assistant	8215
Sergeant, Youth Authority	9577
Major, Youth Authority	9571
Parole Agent II, Youth Authority (Supervisor)	9697
Parole Agent III Youth Authority	9695
Supervising Casework Specialist I, Youth Authority	9910
Supervising Casework Specialist II, Youth Authority	9908

- The percentage rates are amended to reflect an increase of one percent for eligible employees who have 18 years of total State service or greater.
- The criteria section is amended.

**DOCUMENTATION:**

Departments should key a 350 or 350C transaction with the applicable EID effective 10/01/2023, for eligible employees with the EID locked-in on Employment History and correct any resulting out-of-sequence transactions. For newly eligible employees, departments should process a 350 transaction to lock-in the earnings ID or process the payment via PIP. Any out-of-sequence transactions will also need to be corrected.

6. PAY DIFFERENTIAL 190  
WEEKEND DIFFERENTIAL – BARGAINING UNITS 06, 18, 19, AND EXCLUDED  
EMPLOYEES is amended: (Effective 10/01/23)

- The rates are amended for BU 06 and Unit 06 Excluded to reflect the increase from \$1.50 to \$2.50.
- The following classes are deleted:

<u>Class Title</u>	<u>Class Code</u>
Casework Specialist, Youth Authority	9911
Correctional Counselor II (Specialist)	9901
Youth Correctional Officer	9579
Parole Agent I, Youth Authority	9701
Youth Correctional Counselor	9581
Lieutenant, Youth Authority	9574
Sergeant, Youth Authority	9577
Senior Youth Correctional Counselor	9580

- The Department of State Hospitals is deleted.
- The criteria and earnings ID section for R06 and S06 is amended.
- Youth Authority is deleted from the SUBJECT TO PERS DEDUCTION section.

**DOCUMENTATION:**

Departments should key a 350 or 350C effective 10/01/2023, for eligible employees with the EID locked-in on Employment History. For newly eligible employees, departments should process a 350 transaction to lock-in the earnings ID or process the payment via PIP. Any out-of-sequence transactions will also need to be corrected. Departments shall submit Premium Pay STD 674 Adjustment via ConnectHR to request payment adjustments that cannot be keyed via PIP.

7. PAY DIFFERENTIAL 381  
BILINGUAL DIFFERENTIAL PAY: EDUCATIONAL INCENTIVE PAY - BARGAINING UNIT 06  
AND EXCLUDED is amended. (Effective 07/01/23 and 10/01/23)

Effective 07/01/23:

- The rates are amended to reflect the \$6 educational rate increase from \$285 to \$291 and from \$242 to \$248.

- The following classes are deleted:

<u>Class Title</u>	<u>Class Code</u>
Medical Technical Assistant (Psychiatric)	8221
Lieutenant, Youth Authority	9574
Sergeant, Youth Authority	9577
Youth Correctional Officer	9579
Youth Correctional Counselor	9581
Parole Agent II, Youth Authority (Specialist)	9696
Parole Agent I Youth Authority	9701

- The Department of State Hospitals is deleted.

Effective 10/01/23

- The rates are amended to reflect the \$100 bilingual rate increase from \$291 to \$391 and from \$248 to \$348.
- The following class is added:

<u>Class Title</u>	<u>Class Code</u>
Parole Service Associate (Range A)	9776
Parole Service Associate (Range B)	9776
Parole Service Associate (Range C)	9776

**DOCUMENTATION:**

Departments should key a 350 or 350C effective 07/01/2023, for eligible employees with the EID locked-in on Employment History. Effective 10/01/2023 departments should process a 350 or 350C transaction to lock-in the earnings ID or process the payment via PIP. Any out-of-sequence transactions will also need to be corrected. Departments shall submit Premium Pay STD 674 Adjustment via ConnectHR to request payment adjustments that cannot be keyed via PIP.

8. PAY DIFFERENTIAL 474  
COMMERCIAL DRIVER'S LICENSE DIFFERENTIAL - BARGAINING UNIT 06 AND EXCLUDED is established: (Effective 10/01/23)

**DOCUMENTATION:**

Effective 10/1/2023, departments should process a 350 transaction to lock-in the earnings ID 8DL3 or process the payment via PIP for eligible employees. Any out-of-sequence transactions will also need to be corrected. Departments shall submit Premium Pay STD 674 Adjustment via ConnectHR to request payment that cannot be keyed via PIP.

9. PAY DIFFERENTIAL 475

LOCATION INCENTIVE BONUS PAY - BARGAINING UNIT 06 AND EXCLUDED is established: (Effective 10/01/23)

**DOCUMENTATION:**

Effective 10/01/2023, departments should process earning ID 9K8 annual payment per payment criteria via PIP for eligible employees, if applicable. Departments shall submit Premium Pay STD 674 Adjustment via ConnectHR to request payments that cannot be keyed via PIP.

10. PAY DIFFERENTIAL 476

RETENTION AND RECRUITMENT HARD TO KEEP/FILL DIFFERENTIAL PAY - BARGAINING UNIT 06 AND EXCLUDED is established: (Effective 10/01/23)

**DOCUMENTATION:**

Effective 10/01/2023, departments should process earning ID 9K9 payments per payment criteria via PIP for eligible employees. Departments shall submit Premium Pay STD 674 Adjustment via ConnectHR to request payment that cannot be keyed via PIP.